1981 PRINCE EDWARD ISLAND

EMPLOYER'S SURVEY RESULTS

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INTRODUCTION

Labour Market analysis requires sound labour market information in order to be successful. The Prince Edward Island Department of Labour, in the 1981 Labour Market Information Exploratory study identified a gap in the available labour market data. As a result, the 1981 Prince Edward Island Employer Survey was developed and conducted.

This report will summarize the results of the survey. The paper will begin with a discussion of the objectives of the survey, followed by an analysis of how representative the data are of the population. The results of the survey will be summarized by the major subject areas. First, background information on the firms, such as industry, historical patterns of employment, location, length of time in operation, and seasonal operation will be described in some detail. Secondly, the employers' labour market experiences will be discussed: their recruitment problems and means of recruitment, turnover and vacancies. The third major subject area is the structure of the employed labour force. Data on the 11,000 employees included in the survey will be discussed in order to determine the structure of employment on Prince Edward Island.

Labour market forecasting will also be an area of emphasis as data are available to forecast replacement needs, employment growth, and perceptions of technological change. Projections of employment growth and attrition or replacement needs by occupation will be developed.

The richness of the data base obviously mitigates including a number of interesting crosstabulations, such as historical patterns of employment by community, the nature of part-time employment in Prince Edward Island, or the structure of female employment.

Two reports have already been prepared -- one an internal Department of Labour document on Employers' Training Requirement, and the second on the women in the Prince Edward Island labour market.

OBJECTIVES

The overall objective of the 1981 Prince Edward Island Employers Survey was to collect labour market data to assist in labour market analysis and forecasting, and to identify training needs. Gaps in existing data did not permit detailed analysis of the labour market, hence the need to collect additional data.

METHODOLOGY

The methodology of the survey was discussed in detail in an earlier report. Following is a brief summary of the methodology: Questionnaires were sent to approximately 5,000 employers in October of 1981. The listing of employers was obtained from Statistics Canada's Business Register and was supplemented by entries from the phone book and Provincial Government Listings. All employers except fishermen, tourist operators, hospitals and religious organizations were surveyed. These industries were not included in the survey for the following reasons. The fishermen and the hospitals were excluded because data are available from other sources. In the Spring of 1981, a survey of the hospitality industry was conducted so that another survey would represent duplication. Religious organizations were not surveyed due to their limited employment. Employers were asked to return their questionnaires within a month in order to allow employers ample time to include information on individual employees.

The one question which can always be raised about a survey is, "How representative are the results?"

REPRESENTATIVENESS OF THE SURVEY

There are two methods that can be used to ascertain how representative a sample is of the population. One means is to ascertain the total number sent out and the total number returned.

A total of 1,217 firms, out of the 4,953 mailed out, responded to the questionnaire -- a response rate of 24.6%. This low response rate can be explained by a number of factors. First, it was found in the follow-up that a number of firms did not have a telephone number. Of the 312 firms that the Department attempted to contact by telephone, 84 or 27% did not have a phone listing. This could be explained by the fact that the Business Register is generated on the basis of taxation data. Possibly some employers who employ a person for only a month or so still obtain a Revenue Canada Taxation number.

A second contributing factor to the low response rate is that farmers did not tend to return their responses. In the farming industry only 14.6% returned their questionnaires. The questionnaire was designed for employers and most small family farms are only seasonal employers on a short-term basis. If one excludes farmers from the response rate calculation it increases to 26.8%. Similarly, if the farmers and periodic employers (estimated to be 27% of the total) are included, the response rate increases to 39.7%.

A third possible reason is that of the time delay. Employers were asked in October of 1981 to complete the required information on individual employees for the last week in August. This time delay may have deterred some employers from responding as they may have found it difficult to remember the details of employment.

The response rate may also be calculated by comparing the number of employees represented with the total number in the population. The Labour Force Survey estimates that in August of 1981 there were 55,000 employed on Prince

Edward Island. It was noted earlier that some industries were omitted from the survey. The Department of Labour estimates that, by excluding the industries listed previously, approximately 9,494 employed Islanders would not be included in the survey. Approximately 15,690 employees are represented in the survey[1], or 35% of the total included in the Prince Edward Island labour force. Excluding agriculture, 39.4% of employed Islanders are represented in the survey.

In summary, approximately 40% of the firms (excluding agriculture) and 40% of the employees (excluding agriculture and those employed in industries not surveyed) are represented by the survey.

Some industries, however, had higher response rates than others. These will be discussed in more detail in the analysis of the survey results.

BACKGROUND INFORMATION ON THE FIRMS

INDUSTRY

Employers were asked, "In what major activities is your establishment involved?" Based on the answer to Question I, the employer's standard industrial classification was coded using Statistics Canada's 1980 Standard Industrial Classification Manual. Table I presents by industry the number of firms who returned their questionnaires.

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1. This figure includes the public sector employees whose results do not appear in this report.

TABLE I, NUMBER OF FIRMS RETURNING 1981 EMPLOYER SURVEY QUESTIONNAIRES, BY INDUSTRY

INDUSTRY	1980 SIC	NUMBER OF FIRMS	% OF TOTAL
Agriculture	(011-023)	129	10.6
Logging	(041)	1	.1
Manufacturing	(101-399)	94	7.8
Construction	(401-449)	139	11.5
Transportation	(451-479)	50	4.1
Communications	(481-499)	14	1.2
Wholesale Trade	(501-599)	85	7.0
Retail Trade	(601-692)	283	23.3
Finance and Insurance	(701-749)	58	4.8
Real Estate	(751-761)	44	3.7
Business Service Industries	(771-779)	56	4.6
Government Services	(811-841)	15	1.3
Educational Services	(851-859	11	.9
Health and Social Services	(861-869)	76	6.3
Accommodation Food & Beverage Service	(911-922)	15	1.3
Other Service Industries	(961-999)	141	11.6
TOTAL			

SOURCE: 1981 Prince Edward Island Employers Survey, Question I.

As one can see, the retail trade sector accounted for the most returns, followed by construction and other service industries such as barbers, photographers, funeral homes.

To calculate a response rate by industry, it is necessary to have the number of returns by industry as well as the number mailed out by industry. The latter piece of information is not available as entries other than the Business Register were not coded by industry.

It is clear that some industries have more firms represented in the survey than others. Another indication of whether or not the survey results represent the population is the employment levels.

EMPLOYMENT LEVELS

Data are available on the employment levels from 1978 to 1981 for the months of February and August. Table II provides the data.

TABLE II EMPLOYMENT BY INDUSTRY: 1978-1981

INDUSTRY	SIC	1979		1979		1980		1981	
		Feb	Aug	Feb	Aug	Feb	Aug	Feb	Aug
Agriculture	011-023	384	469	400	508	475	535	463	585
Manufacturing	101-399	631	1119	645	1119	785	1255	836	1319
Construction	401-449	807	1338	865	1439	993	1628	980	1611
Transportation	451-479	192	276	242	314	316	342	340	382
Communications	481-499	349	383	342	457	366	451	366	410
Wholesale Trade	501-599	492	506	533	543	614	641	624	731
Retail Trade	601-692	1966	2120	2073	2297	2409	2627	2459	2716
Finance and Insurance	701-749	300	307	306	317	358	375	392	412
Real Estate	751-761	142	192	156	203	152	199	170	210
Business Service Industries	771-779	179	223	209	264	270	326	306	345
Government Services	811-841	398	491	407	414	410	480	428	492
Educational Services	851-859	590	405	412	381	510	363	509	373
Health & Social Services	861-869	386	466	503	569	546	593	580	580
Other Service Industry	961-999	448	889	507	923	559	987	610	1005
TOTAL		7343	9320	7743	10011	8851	10938	9165	1382

Per cent Growth - February 1978 - 1981 24.7

August 1978 - 1981 22.2

As Table II demonstrates, there is considerable fluctuation in employment between February and August. In the agriculture industry, employment increased by 116 between August of 1978 and August of 1981. Each year showed an increase except the 1980 to 1981 February period. It is

interesting to note that the difference between February and August varied in the four-year period. The February - August 1981 period showed the greatest difference. The difference in the two months, of course, reflects the seasonal nature of the economy on Prince Edward Island. The encouraging aspect of the results is that employment in the agricultural industry increased by 24.8% between 1978 and 1981, or about 6% per year.

The manufacturing industry also reflects seasonal employment, as approximately 500 more people are employed in August than in February. Employment has been steadily increasing in the past four years, especially in the past two years. Overall employment grew by 17.9% in the August 1978 - August 1981 period; however, the February 1978 - February 1981 period showed an increase of 32.5%. This is an important trend, as it demonstrates that manufacturing has been increasing in the traditionally high unemployment month of February. Statistics Canada estimates that there were 5,000 working in the manufacturing industry, so the survey represents 26% of the employees.

One would expect that the construction industry would illustrate seasonal fluctuation in employment. Also, one would speculate that the employment levels would vary with the economic circumstances. Both of these expectations are confirmed by the data. The construction industry is an uncertain one, given the fact that firms are dependent on the expansion plans of others. The 1981 figures showed a slight decline, rather than in increase as in previous years. Nevertheless, employment an the August, 1978 to August 1981 period increased by 20% and 21.5% in February for the same years.

Employment in transportation also showed growth between 1978 and 1981 for both February and August. February especially showed significant growth of 77% while August had a growth rate of 38%, half of the February increase.

The increase in transportation employment might be a result of employers using trucks rather than rail freight as a means of shipping produce. Also with the increased shipping of produce, there was a corresponding increase in the number of people required in the industry.

Employment in the communications industry declined in the August 1979 to August 1981 time frame. February shows some fluctuation in employment, but ranges between 350 and 370. It is interesting to note that the difference between February and August was smaller in 1978 and 1981, then in 1979 and 1980. These figures show that communications tends to be one of those industries that maintain employment year round, however compared to the other industries, employment has grown very slightly. One could argue that this is due to the increasing capability of communications technology which impacts on manpower requirements. Statistics Canada estimated that 4,000 were employed in the transportation, communications and other utilities industry. The Employer Survey then has data on approximately 20% of those in the industry.

Both the wholesale and retail trade industries have demonstrated a consistent growth in employment over the past years. As a matter of fact, in the wholesale trade industry, employment has grown by 45% in the August 1978--August 1981 time period, while the February period showed an increase of 27%. One interesting trend in the data is that there was little difference in the February-August employment levels during 1978-80, in 1981, however, the margin increased. Employment increased by 25.1% in the retail trade industry in the February 1978-1981 period and by 28.2% in the August 1978-1981 period. Thus, the trade sector had been expanding over the past four years, probably as a result of the increasing amounts of disposable income and the generally healthy economic circumstances. One would expect that, with the current recession, employment growth

in the trade sector would be somewhat curtailed.

Statistics Canada estimates that employment in the trade industry was 9,000 in August; hence the 1981 Prince Edward Island Employers Survey represents approximately 38% of the employees.

The finance and insurance industries have shown a consistent increase in employment since 1978, with very little variation between February and August. As a matter of fact, the February 1978 - 1981 period showed a 31% increase in employment; while August 1978-1981 a 34% increase. One would expect that employment would be increasing as more people would be borrowing due to the healthy economic circumstances, in the 1978-1981 period. It would, as well, seem reasonable to assume that employment would increase in recessionary times as more and more people find it necessary to borrow money.

Employment in the real estate industry according to the survey results, has remained fairly constant in the 1978-1981 period. This is surprising, as one would expect that employment would have increased more rapidly as more people purchased homes and as the population increased. Statistics Canada does not release estimates below 4,000, hence the exact level of employment in the finance, insurance and real estate sector is not known.

Employment in the business services industry has been steadily increasing in the past four years. The business services industry includes lawyers, management consultants, architects and advertising services, for example. Overall in the February period, employment increased by a whopping 71% and by 55% in August. The margin of difference between the February - August levels has narrowed slightly over the four years. The business services industry is a year-round rather than a seasonal type industry.

The government services industry is also a year round industry which includes defence, protective services,

such as human resources. Employment has remained virtually constant in the past four years.

Educational services, one would expect, would show the reverse in peak months of employment. (The data do not include employment in elementary and secondary education.) This of course is the case, as in each of the four years, employment in February exceeded employment in August. Overall, employment has declined slightly in both August and February in 1978-1981. This could be as a result of several factors: one is government restraint; the second is declining enrolments.

Employment in the health and social services industry has increased in the past four years, with the gap between February and August steadily narrowing. In the 1978-1980 period, employment increased; however, it declined slightly in the August 1980-1981 time period. Employment increased by 50% in the February 1978-1981 time frame, whereas employment grew only half as fast (25%) in August of the same years.

Other service industries employment, which includes amusement and recreation services, personal and household services and membership organizations, has been steadily increasing in the 1978-1981 time period. There is a significant gap between employment in February and August, as employment in recreation and amusement activities increases considerably during the summer months. Overall employment grew by 36% in the February 1978-1981 time period and by 13% in August.

It is difficult to estimate the exact representation of Employer Survey results as some industries, such as hospitality industry, were omitted. Nevertheless, employment in the service sector was 16,000, according to Statistics Canada. The employer survey has date on 2,795 employees in the service industry, excluding several industries. The survey excludes the tourism industry and employment in government (both Provincial and Federal). If one assumes approximately 2,500 are employed in tourism and a further

5,000 in government, then the Employer Survey represents about 33% of those working in the service industry.

The next major question to address is where are these firms located?

LOCATION

The location of the firm was coded on the basis of the address provided by the employer. Fifty-seven per cent of the firms who responded were in the Charlottetown/ Summerside areas. The following Table presents the number of firms by location within the Province.

TABLE III - NUMBER OF FIRMS BY LOCATION

LOCATION	FREQUENCY	PERCENT
ALBERTON	30	2.5
BORDEN	22	1.8
BUNBURY	3	0.2
CARDIGAN	15	1.2
CENTRAL BEDEQUE	1	0.1
CHARLOTTETOWN	514	42.2
CORNWALL	34	2.8
CRAPAUD	10	0.8
GEORGETOWN	6	0.5
HUNTER RIVER	35	2.9
KENSINGTON	66	5.4
KINKORA	6	0.5
MIMINIGASH	1	0.1
MONTAGUE	57	4.7
MORELL	11	0.9
MOUNT STEWART	8	0.7
MURRAY HARBOUR	5	0.4
MURRAY RIVER	27	2.2
NORTH RUSTICO	7	0.6
O'LEARY	39	3.2
PARKDALE	10	0.8
SHERWOOD	17	1.4
SOURIS	26	2.1
SOUTHPORT	2	0.2
ST. ELEANOR'S	22	1.8
ST. LOUIS	6	0.5
SUMMERSIDE	182	14.9
TIGNISH	17	1.4
TYNE VALLEY	15	1.2
VICTORIA	2	0.2
WELLINGTON	13	1.1
WILMOT	1	0.1
TOTAL	1219	100.0

SOURCE: Coded from the 1981 Employer Survey Addresses.

Of the 1,218 firms who returned their questionnaires, 397 or 32.6% were in Prince County, 663 or 54.5% in Queens County and 158 or 13% in Kings County.

Data are also available on the number of employees by community. Table IV presents the data.

TABLE IV - EMPLOYMENT BY COMMUNITY

COMMUNITY	EMPLOYMENT Feb. 1981	August, 1981	CHANGE
ALBERTON	166	181	+15
BORDEN	86	101	+15
BUNBURY	5	9	+ 4
CARDIGAN	61	76	+15
CENTRAL BEDEQUE	9	11	+ 2
CHARLOTTETOWN	5,379	6,331	+952
CORNWALL	98	142	+44
CRAPAUD	77	105	+28
GEORGETOWN	44	86	+42
HUNTER RIVER	109	148	+39
KENSINGTON	221	413	+192
KINKORA	26	14	-12
MININEGASH	1	11	+10
MISCOUCHE	1	8	+ 7
MONTAGUE	301	426	+125
MORELL	61	65	+ 4
MOUNT STEWART	9	16	+ 7
MURRAY HARBOUR	8	94	+86
MURRAY RIVER	44	169	+125
NORTH RUSTICO	12	40	+28
O'LEARY	191	161	-30
PARKDALE	75	60	-15
SHERWOOD	88	70	-18
SOURIS	80	92	+12
SOUTHPORT	3	4	+ 1
ST. ELEANORS	113	165	+52
ST. LOUIS	15	5	-10
ST. PETERS	5	5	0
SUMMERSIDE	1,818	2,103	+285
TIGNISH	106	293	+187
TYNE VALLEY	37	58	+21
VICTORIA	4	9	+ 5
WELLINGTON	26	38	+12
WILMOT	2	2	0
TOTAL	9,281	11,511*	

SOURCE: Labels from the Employer Survey Questionnaire

* Some firms did not fill out the question on employment levels.

Quite clearly, some of the communities do not have much data available from the employer survey results, however, it is difficult to measure the coverage of the survey as recent sub-provincial data are not available. It should be mentioned that the location refers to the firm's location, not the employee's home address.. The location was coded on the basis of the firm's mailing address rather than the exact location of the firm, which probably explains the low employment in the suburban areas. The majority of employees represented in the survey are from the Charlottetown and Summerside areas, as approximately 75% of the employees in the survey are in the urban areas of the Province. This would seem to be an accurate portrayal of employment patterns on P.E.I., where Charlottetown and Summerside account for most of the employment. Employment in each of the communities except Kinkora, Sherwood, Parkdale, O'Leary and St. Louis increased in the February to August period. The reasons for the decrease are difficult to determine, however, in O'Leary and Kinkora it could be due to potato grading in February. It could also be because a firm included the February but neglected to include the August figure.

It is also interesting to note that employment in Kensington and Tignish doubled in the February to August 1981 period, (which may be as a result of the potato and fish processing plants), reflecting the seasonal nature of the economy in those areas. All of the data reflect the seasonal nature of the economy on P.E.I. as employment increases during the summer months.

Other data are also available on the firms completing the employer survey. For example, the year the establishment was opened, the location of the head office, and the months of operation. These data are summarized below.

CHARACTERISTICS OF PRINCE EDWARD ISLAND FIRMS

HEAD OFFICE LOCATION

Firms were asked where their head offices were located. Surprisingly, 87% of the firms indicated their head office was on Prince Edward Island: the remainder indicated that their head office was outside the province. Only 3% of the firms reported that their head office was outside of Canada. This is a rather interesting result, as one might expect that more firms would have their head offices outside the province.

MONTHS OF OPERATION

Firms were questioned as to whether or not their establishments were open year round and the majority (87%) were open all year. This could be as a result of two factors: First, the survey excluded tourism operators and fishermen, who would constitute a major group of seasonal operators. Second, the firms that responded tended to be year-round operations. As well, the fact that the surveys were sent out in October militated against receiving some of the seasonal operators' replies, as they may not have received the questionnaire.

For those seasonal operators, the majority tended to open in the months between April and June and close in the September-December period.

YEAR ESTABLISHMENT OPENED ON PRINCE EDWARD ISLAND

The data on the year the establishments opened revealed some interesting results. Approximately 53% of the firms opened their operations prior to 1973; the remainder opened later. Only 3% of the firms who responded began operations prior to 1900. It should be pointed out that there tended to be some confusion as to how to answer this question, for example, if a firm opened under one name and then changed to another, which year should they use? It

was decided that the length of time under the new name would be utilized, which could account for the high percentage of businesses opening since 1973. Nevertheless, it points to the fact that almost one out of two businesses opened in the 1970's which suggests employment growth and possibly that the firms are not as well established financially as the older firms.

EMPLOYER EXPERIENCES

Employees were asked a series of questions on their employment experiences, such as whether or not they had problems with turnover or vacancies, whether they had problems finding qualified employees. They were also asked what means they used to hire their employees. Each of these will be discussed in detail, first recruitment methods.

RECRUITMENT METHODS

Employees were asked to indicate how often they used each of the methods of recruitment. There were eight different methods listed, and employers were questioned as to whether they used the methods regularly, occasionally, rarely or never. Table V provides the data.

TABLE V - METHODS OF RECRUITMENT

METHOD OF RECRUITMENT	REGULARLY		OCCASIONALLY		RARELY		NEVER		NO. OF CASES [1]
	NO.	%	NO.	%	NO.	%	NO.	%	
Newspaper	81	8.9	153	16.8	158	17.3	520	42.7	912
Union Hiring Hall	14	1.7	8	1.0	6	.7	802	96.6	830
Recall Laid off Workers	279	30.9	199	22.1	82	9.1	342	37.9	902
Canada Employment (Manpower)	127	13.5	286	30.5	157	16.7	369	39.3	939
Walk-in Application	144	15.8	320	35.0	171	18.7	279	30.5	914
Internal Promotion	132	16.1	159	19.4	78	9.5	451	55.0	820
Recruitment from Other Firms	18	2.2	106	12.8	160	19.3	546	65.8	830
Directly from School	70	8.1	268	31.2	145	16.9	376	43.8	859

SOURCE: 1981 Prince Edward Island Employers Survey Question V

[1] Some employers did not answer the questions on methods of recruitment, therefore the percentages do not add up to 100%.

The results of the question on recruitment provide some very relevant information. The newspaper, contrary to what one might expect, was never used by 520 or 43% of the firms: Only 9% said they used the newspaper regularly, and 17% said occasionally. Clearly, few employers use the newspaper probably because it is expensive and would elicit too many applications.

The union was also a very little used method of recruitment, as only 3% of the firms used the union at all. This is probably because the majority of employees included in the survey were not unionized.

Recalling laid-off workers was a very popular means of recruitment. 53% of the firms used that method regularly or occasionally, which points to the seasonal nature of the economy.

Canada Employment was never used by 39% of the employers; however, 45% used it either regularly or occasionally.

Walk-in applications had the highest percentage of use regularly or occasionally, and only 31% of the employers never used that particular method. The popularity is probably due to the simplicity of the method.

The majority (55%) of the firms never used internal promotion as a method of recruitment which is probably due to the nature of the skill requirements in the firm. For example, employees in smaller firms tend to perform a variety of tasks related to one area and promotion to another area would be difficult.

Recruitment from other firms was also not utilized extensively as 66% never recruited from other firms. "Pirating", as some term recruitment from other firms tends to occur in larger firms where skill training is more of an investment.

Approximately 61% of the firms reported they rarely or never hired directly from school. This could be because firms tend not to hire graduates. Directly from school could be interpreted as either secondary or post-secondary, thus this may have confused some employers. Nevertheless, regardless of the education of the graduate, it is not a regular means of recruitment.

In summary, what are the methods of recruitment?

It appears that the Prince Edward Island labour market operates in a fairly informal manner. Two of the most formal methods, such as newspaper advertisements and the Canada Employment Centres tended not to be used regularly by employers. The more popular methods tend to be walk-in applications and the recall of laid-off workers. Thus, to obtain a job, it would seem that the best method is to contact firms directly.

It is interesting to note that unions and recruitment from other firms were not utilized on a regular basis as a means of recruitment. This could reflect the fact that much of the Prince Edward Island labour force is not organized. It also indicates that recruitment from other firms is not a popular method, perhaps because the length of training required for many of the occupations is not extremely long.

Employers were also questioned about their recruitment difficulties and vacancies, as well as any problems they might have had with turnover. Each of these enployment related experiences will be discussed, followed by a summary analysis.

EMPLOYER EXPERIENCES WITH TURNOVER, VACANCIES AND RECRUITMENT

Employers were asked whether or not finding qualified employees was a problem. Only 13% or 153 firms

responded that it was a difficulty. Similarly, 6% or 65 firms said that they had a job vacancy during the last week of August. As well, 18% or 204 employers reported that turnover is a problem. Clearly, not very many employers experience problems with turnover, recruitment or vacancies.

The key question that one might ask is "WHY?" There are several possible explanations. First, Prince Edward Island's firms, by national comparison, are very small; hence the specialization required would be much less than in larger firms. Second, the level of skills required by Island employers makes inter-occupational mobility an easy option to pursue. Third, the surplus labour force on Prince Edward Island possibly makes it easier to obtain employees than it would be in a shortage situation.

Even though, in absolute numbers, the number of firms is small, there are some interesting trends by occupation. Table VI provides the results.

TABLE VI: NUMBER OF FIRMS REPORTING PROBLEMS BY OCCUPATION

	STANDARD OCCUPATIONAL CLASSIFICATION	RECRUITMENT DIFFICULTIES	TURNOVER	VACANCIES
Managerial	11	5	4	3
Natural Sciences	21	4	2	1
Social Sciences	23	1	2	3
Teaching	27	1	1	0
Medicine & Health	31	3	2	2
Artistic, Literary	33	3	2	1
Clerical & Related	41	26	14	15
Sales	51	23	18	14
Service	61	15	10	5
Farming	71	12	7	11
Fishing	73	3	0	0
Forestry	75	7	3	3
Processing	81/82	18	6	9
Machining	83	9	4	2
Product Fabricating, Assembling & Repairing	85	26	9	12
Construction Trades	87	21	9	5
Transport Equipment	91	9	2	5
Material Handling	93	2	0	1
Other Crafts & Equipment Operating	95	2	2	1
Other Labouring	99	10	4	5
TOTAL		200	101	98

SOURCE: Questions 7, 8, 10, 1981 Prince Edward Island Employers Survey (See Appendix A for detailed occupational breakdowns).

Several occupations consistently present problems for employers, according to the survey results. Clerical and sales occupations provided recruitment difficulties, turnover and vacancies problems for employers.

One might consider these somewhat low-skill occupations; however, the construction trades and the product fabricating, assembling and repairing trades also represented problem occupations for employers. Thus, for both the low and high-skill occupations, a small number of employers did report recruitment difficulties, turnover problems and vacant jobs.

One trend that did show up in most of the occupations or groups was the fact that managers and/or supervisory staff tended to pose problems for employers. This confirms what previous studies at the national level have demonstrated.

Some of the specific problem occupations which were mentioned frequently were engineering technicians and technologists, motor vehicle mechanics and repairers, machinists and machine tool setting occupations, power station operators, welders, carpenters, clerical and sales occupations.

The reasons for the problems experienced by employers could be many and varied. For example: (1) There could be a lack of trained personnel. (2) Employers may not be offering a wage rate commensurate with the qualifications. (3) There may be poor working conditions. (4) Employers may not be familiar with the best means of recruiting employees. (5) Employers may have overestimated the necessary qualifications for the job. No data were gathered on the reasons why the employers were experiencing problems with recruitment, turnover or vacancies; however, it could be a combination of the above factors.

Poor working conditions may be a factor in the low skill problem occupations, whereas a lower wage rate might cause problems in the high skill occupations. The reasons for problem occupations then may be because of the conflict between the employee's expectations and the employer's ability to meet them.

STRUCTURE OF THE EMPLOYED PRINCE EDWARD ISLAND LABOUR FORCE

Employers were asked to supply for each employee (including management) his/her age, sex, occupation, gross rate of pay; whether the rate is hourly, weekly, bi-weekly, monthly or annual, standard hours of work weekly, employee status, months of duration, tenure and union status. The reference week was August 24-29, 1981.

Obviously, with data on 11,000 employees, there are many aspects of each occupation that could be explored; however, the focus will be on discussing the overall results of the survey.

AGE

There are data on the ages of approximately 9,900 employees. Table VII presents the breakdown of the ages of employees.

TABLE VII - AGES OF EMPLOYED PRINCE EDWARD ISLAND LABOUR FORCE

AGE	NUMBER	EMPLOYER SURVEY PERCENTAGE	AUGUST, 1981 PEI LABOUR FORCE SURVEY	CANADA AUGUST, 1981 LABOUR FORCE SURVEY
15-19	1,080	11.0	14.6	8.9
20-24	1,730	17.6	16.4	14.8
25-34	2,824	28.7	27.3	28.1
35-44	1,906	19.4	18.2	20.4
45-54	1,395	14.2	12.8	15.8
55-64	787	8.0	9.1	10.1
65 +	148	1.5	---	1.7
TOTAL	9,870			

SOURCE: Question VI, 1981 Prince Edward Island Labour Force Survey
Statistics Canada, Labour Force 71-001

Approximately 57% of the labour force is under the age of 34 in the Prince Edward Island labour force compared to 52% in the Canadian labour force. Thus, Prince

Edward Island tends to have a younger labour force than the rest of Canada.

The percentages obtained through the Employer Survey tend to be very close to those generated by Statistics Canada Labour Force Survey. This suggests that the Employer Survey results are representative of the population. Statistics Canada surveys 1,200 households on Prince Edward Island on a monthly basis and generates estimates of population, labour force and employment, as well as other variables.

The average age of those employed was 34; the majority of workers in the Prince Edward Island labour force are younger than the average age. The trend of declining participation rates for older workers is probably due to more workers taking early retirement.

SEX

Employers were also asked to indicate the sex of their employees. There were 6,335 males or 56.6% and 4,523 females or 40.4%. This compares quite closely to Statistics Canada's Labour Force Survey results of 58.2% and 41.9% for males and females respectively.

OCCUPATION

Employers were asked to supply each employee's specific job title, which was then coded to the four-digit level using the 1980 Standard Occupational Classification. On the following page is a summary table presenting employment by occupation at the two-digit level.

TABLE VIII - EMPLOYMENT BY MAJOR OCCUPATION

OCCUPATION	CODE	NUMBER	PERCENTAGE
Managerial, Administrative and Related	11	1,395	13.0
Natural Sciences	21	162	1.5
Social Sciences	23	69	.7
Teaching	27	180	1.7
Medicine and Health	31	309	2.9
Artistic, Literary	33	48	.5
Clerical	41	2,495	23.2
Sales	51	1,197	11.2
Service	61	812	7.6
Farming	71	315	3.0
Fishing	73	15	.2
Forestry	75	16	.2
Mining	77	4	.1
Processing	81/82	480	4.5
Machining	83	185	1.8
Product Fabricating, Assembling & Repair	85	744	7.0
Transport	91	443	4.2
Material Handling	93	272	2.6
Other Crafts	95	147	1.4
Occupations N.E.C.	99	893	8.3
TOTAL		10,766	

SOURCE: Question VI, 1981 Prince Edward Island Employers Survey

Approximately 23% of employees were in the clerical occupations, 11% were in the sales occupation, and 13% were in the managerial. Thus, almost half of those employed were in the clerical, sales and managerial occupations. It is not possible to compare these percentages directly with the labour force survey, as the Employer Survey intentionally excluded some industries and, hence,

reduced employment in some of the occupations.

The natural and social sciences account for very little employment -- in total 2.2%, which is understandable given the nature of the Prince Edward Island industrial structure. The teaching and the medicine and health components of employment are not representative; as hospitals were excluded from survey, and those teachers in the elementary and secondary school system are not included.

As one would expect, the artistic and literary occupations account for little of the employment. The clerical and sales occupations, on the other hand, account for slightly more than one third of the employees in the survey which is much higher than the Labour Force Survey estimates. This suggests that there is a bias in the survey results towards employment in the sales and services occupations which reflects the high response rate in the retail trade industry.

The survey results represent very few employees in the primary occupations such as farming, fishing (excluded from the survey), forestry and mining (a very small stock of employed labour). Farming, especially, is considered as the backbone of the Island economy and has so far not experienced a loss in employment such as other provinces have encountered.

Processing occupations such as milk, beverage and fish processing, tend to be the major employers in the manufacturing industry, which does not represent a significant portion of the total employment on Prince Edward Island.

Machining, product fabricating, assembling and repair (for example, motor vehicle repair), and the construction trades occupations all are relatively high-skill occupations. Overall, these occupations account for 14% of those employed, according to the survey results.

Transportation occupations (such as truck drivers), materials handling and other crafts and equipment operating occupations account for approximately 860 employees.

On the other hand, labourers not elsewhere classified account for 8% of the employees in the survey, or 900 people. This, once again, points to the fact that a major portion of the province's labour force is in the relatively unskilled area.

Prince Edward Island does not have a significant percentage of workers in the high skill category due to the nature of skill requirements. Given that much of the employment in the province is in the primary and service sectors, one would expect that the skill requirements would be relatively low skill.

HOURS OF WORK

Employers were also asked to indicate their employees' standard hours of work weekly. Some of the self employed workers estimated their hours of work as being much higher than that of the paid workers. The overall average hours of work per week was approximately 38, including those working part-time and self employed. The majority of workers (42%) tended to work 40 hours per week, and 17% worked 37.5 hours.

Table IX presents the breakdown by hours of work.

TABLE IX - STANDARD HOURS OF WORK PER WEEK

HOURS	NUMBER	PERCENTAGE
20 or less	748	7.2
21-29	387	3.8
30-35	925	9.0
36-40	6,246	60.2
41-50	1,732	16.7
51 +	341	3.3
TOTAL	10,379	

SOURCE: 1981 Prince Edward Island Employers Survey, Question VI

Quite clearly, the majority of workers tend to work between 36-40 hours per week.

EMPLOYEE STATUS

Employers were asked to identify which of their employees were year-round and which were part-year. The majority (71%) of those in the survey worked full year, and the remaining (29%) worked only part year.

Employers were asked if they would also provide information on the number of months worked by those employees who worked part year. Table X presents the breakdown by the number of months worked.

TABLE X - NUMBER OF MONTHS WORKED BY PART-YEAR EMPLOYEES

NUMBER OF MONTHS WORKED	NUMBER	PERCENTAGE
1	57	2.5
2	282	12.2
3	322	13.9
4	388	16.8
5	199	8.6
6	461	19.9
7	187	8.1
8	140	6.1
9	74	3.2
10	51	2.2
11	15	.6
TOTAL	2,176	

SOURCE: 1981 Prince Edward Island Employers Survey, Question VI

The average number of months per part-year employee is 4.7 months per year. Approximately 20% of those working part year worked six months; however, the majority worked less than four months per year. One of the reasons for selecting the August reference week was to obtain data on part year employees.

UNION MEMBER

The question of whether or not an employee was a union member was asked in order to generate an estimate of the number of people in the work force who are unionized. Estimates from several sources such as the Industrial Relations Centre in Kingston, Ontario suggest

that approximately 20% of the Island labour force is unionized. The 1981 Prince Edward Island Employers Survey results show that approximately 23% or 2,308 employees were unionized, and the remaining 7,838 employees were not unionized. Thus, it is apparent that the Employer Survey estimates are fairly close to the previous estimates of the size of the unionized portion of the labour force. Data are also available on the length of time the employee has been in their present job.

TENURE

Employers were asked to indicate the year that the employees started their present jobs. Table XI provides the data.

TABLE XI - NUMBER OF YEARS EMPLOYEE HAS BEEN IN PRESENT JOB

YEARS	NUMBER	PERCENTAGE
0	2,162	22.6
1	1,445	15.1
2	1,089	11.4
3	854	8.9
4	581	6.1
5	565	5.0
6-10	1,495	15.5
11-15	700	7.3
16-20	279	2.5
21-30	281	2.9
31 +	130	1.1

SOURCE: 1981 Prince Edward Island Employers Survey, Question VI

Clearly, the majority of workers have been in their jobs three years or less, while others have been in their present jobs for more than 30 years. This suggests that there tends to be considerable movement by employees between jobs.

These tenure figures differ sharply from Statistics Canada's Labour Force Survey estimates. For example, 36% of those in the survey worked less than a year, whereas the Employer Survey results show 38% working less than a year. For the 1-5 year category, the Employer

Survey showed 32% and the Labour Force Survey estimated 26%.

Generally, the Employer Survey results tend to overestimate the number working less than one year and underestimate those working more than a year. Overall, the majority of employees (70%) according to the Employer Survey, have been in their present job five years or less. It is difficult to interpret this as a measure of the quality of the Prince Edward Island labour force, and the data are not available to determine interoccupational mobility. However, one could suggest that having employees in jobs for shorter periods of time means they would be less experienced. On the other hand, if employees remain in their jobs for shorter periods of time it could mean they are not satisfied and move on quickly to a better job. Hence, possibly employees change jobs if they are not content, which obviously makes for a more satisfied labour force, but perhaps a less productive one.

The above, however is speculation, and data on the career paths of employees are essential in order to determine the factors influencing tenure.

WAGE RATES

To collect data on wage rates, employers were asked the gross rate of pay and to which interval the rate is referred; for example, weekly or hourly. One of the major difficulties was that employers (as a result of the lack of clear instructions on the survey) generally did not answer the question correctly. For example, an employer might have indicated that an employee made $7.95 but checked "weekly" to show that the employee was paid weekly. Thus, the wage rate and the interval to which it corresponded did not always match. Therefore, it was necessary to make some adjustments to the data in order to correct the problem. The data were adjusted by ignoring any illogical responses such as $330. per hour. Following is a summary of the hourly wage rate data.

TABLE XII - HOURLY WAGE RATES

WAGE RATE	NUMBER	PERCENTAGE
2.00-3.00	138	2.3
3.01-4.00	1,620	26.9
4.01-5.00	827	18.2
5.01-6.00	1,451	19.5
6.01-7.00	177	12.2
7.01-8.00	420	7.
8.01-9.00	300	5.0
9.01-10.00	180	3.0
10.00 +	330	5.5
TOTAL	5,443	

SOURCE: 1981 Prince Edward Island Employers Survey, Question VI

The majority of those paid on an hourly basis make less than $6.00 per hour. Approximately 6.1% make the minimum wage of $3.30, 4.6% make $5.00 per hour, and 4.2% make $6.00 per hour. Clearly, the hourly wage rates are not extremely high with approximately 80% making less than $8.00 per hour. The average hourly wage is approximately $5.70 per hour, which cannot be directly compared to any other data.

Some employees indicated the average wage on a weekly basis. Table XIII provides the summary.

TABLE XIII - WEEKLY WAGE RATE - AUGUST 1981

WAGE RATE	NUMBER	PERCENTAGE
$150 or less	215	11.1
$151-$200	446	23.0
$201-$250	418	21.6
$251-$300	389	20.1
$301-$350	192	9.7
$351-$400	61	3.2
$401-$450	165	8.5
$451 +	57	3.0
TOTAL!	1,943	

Once again, it is apparent that the wage rates are not extremely high, as 56% earn less than $250. per week; only 15% make more than $350. per week. The average weekly wage, according to the Employer Survey, is approximately $250. per week. This figure compares quite closely to Statistics Canada's estimate of $247.46 for Prince Edward Island for August, 1981, as quoted in the Employment Earnings and Hours publication. This is more than $110. below the Canadian figure for the same period, which clearly demonstrates that the wages are in fact much lower on Prince Edward Island than in the rest of Canada.

The monthly and annual data from the survey indicates the same trend with the average monthly wage being $1,200 and the annual salary being approximately $16,300.

This completes the analysis of the employer's information, which did not explore the data in detail.

The final section of the paper will discuss the survey data as it pertains to technological changes, as well as new jobs to be added in the future. This will be followed by a discussion of the replacement needs.

TECHNOLOGICAL CHANGE

Employers were asked the following question: "New technology, such as computers or more sophisticated equipment can affect the types of skills an employer may require. Over the next two years, do you anticipate the introduction of new technology which will affect skill requirements in your firm?" The majority (84%) of the 110 employers who answered the question indicated that the introduction of new technology would not affect skills. They were also asked which occupations they felt new technology would affect: managerial, clerical, sales, highly skilled trades, labourers or professionals.

Most felt that more skill would be required as a result of technological change except in the labourers category.

Thus, the data illustrate that few employers were concerned with technological change, as they did not think it would affect their skill requirements. For those who felt their skill requirements would change, most perceived there would be a need for more skilled employees. Employers seem to be making two major assumptions: (1) That technological change will not affect them; and (2) if it does, it will increase rather than decrease the skill requirements.

Employers were also asked to do some crystal ball gazing and speculate as to how many jobs they would be adding in 1982 and 1983. The following section discusses the results.

FUTURE EMPLOYMENT

Employers estimating their future employment in October of 1981 could not possibly have foreseen the adverse economic circumstances in 1982. Hence, the figures provided by employers should be treated with caution, as one would expect few of the jobs would be added given the current economic circumstances. The following section will discuss the number of new jobs that employers hoped to be adding, as well as the number of personnel required to meet replacement needs.

The replacement needs plus those additional jobs due to growth can be aggregated in order to provide a manpower requirements estimate by occupation for 1982 and 1983. It should be mentioned that employers seem to find it difficult to estimate their needs, as the majority indicated they would be hiring on but did not indicate the exact number. This is understandable given the difficulty in projecting into the future.

Of the 1,122 firms who answered the following question: "Over the next two years, do you plan to hire

additional staff, either permanent (full or part time) or seasonal (part year)?" Thirty-four percent or 385 indicated they did intend to add jobs.

Firms were also asked to indicate how many people they would be hiring in 1982 and in 1983 in both the permanent (full or part time) or seasonal (part year only) categories by occupation. Employers found it very difficult to speculate for the 1983 year. In total, employers thought they would add 279 permanent jobs and 373 seasonal jobs in 1982. However, this figure declined in 1983 to 233 permanent and 182 seasonal.

These results are somewhat contradictory, as in 1982 the seasonal jobs outnumber the permanent; the opposite is true in 1983. This could be as a result of the difficulty of projecting for a two year period. It also points out that increases in employment would be of a short term temporary nature rather than long term.

The vast majority of firms (between 75% and 80%) planned to add only one job, rather than two or more, which points to the fact that the growth is not based on major expansions in the firms.

The following table presents the total number of jobs to be added by occupation for 1982 and 1983.

TABLE XIV - OCCUPATIONS IN WHICH EMPLOYERS ARE HIRING

OCCUPATION	STANDARD OCCUPATIONAL CLASSIFICATION	1982 PERM	1982 SEAS	1983 PERM	1983 SEAS	TOTAL
Managerial	11	15	12	11	7	45
Natural Sciences	21	17	3	6	3	29
Social Sciences	23	15	5	5	1	26
Teaching	27	2	2	0	3	7
Medicine & Health	31	4	3	4	1	12
Artistic	33	4	0	1	1	6
Clerical	41	40	45	30	23	139
Sales	51	35	29	19	13	96
Service	61	12	11	11	7	41
Farming	71	5	37	4	26	72
Forestry	75	2	4	4	0	10
Processing	81/82	14	16	6	8	44
Machining	83	14	16	6	7	25
Product Fabricating	85	64	14	27	15	120
Construction Trades	87	7	34	6	15	62
Transport	91	8	18	5	14	120
Material handling	93	4	5	4	4	17
Other crafts	95	9	2	4	2	17
Occupations, n.e.c.	99	5	67	42	33	147
TOTALS		266	316	195	183	960

SOURCE: 1981 Prince Edward Island Employers Survey, Question XI

Labourers account for the most jobs to be added during the two years, with the majority of them being seasonal jobs. Clerical jobs will also be added, according to the employers, with various kinds of clerks being hired. In the product fabricating occupations, approximately 120 jobs would be added: for example, motor vehicle and other types of mechanics and repairers.

It is interesting to note that fewer than 20 jobs would be added in the teaching (which excludes data from the elementary and secondary school system), medicine and health, artistic, forestry, material handling and other crafts. This suggests that these would be low growth occupations, however forestry employment is expected to grow. The contradictory result is because the survey does not have adequate data on the forestry industry.

The number of new jobs to be added in the natural and social sciences is somewhat higher than one would expect given the small stock of employed labour. The increase could be due to consultants hiring on in order to meet the demand for service. Similarly, the number of jobs which are to be added in farming is a positive sign of growth in the industry.

Between 20 and 65 jobs were to be added in each of the following major occupational categories: managerial, machining, processing, construction trades and service occupations. The number of new jobs to be added in the service occupations is somewhat reduced as a result of the exclusion of the tourism industry from the survey. Nevertheless, the projected growth in the machining, construction trades and transport is encouraging and slightly higher than one would expect, although much of the growth would be of a seasonal nature.

The sales occupations, also, will experience growth in the number who are permanently employed.

The number of permanent jobs to be added exceeded the number of seasonal jobs in all occupations except for farming, processing, machining, construction trades, transport and labourers. This, of course, reflects the seasonal nature of the industries in which those occupations are usually found.

Once again, it should be reiterated that the employers' projected growth was based on their assumption

of encouraging rather than adverse economic conditions. One can calculate the number of jobs to be added as a percentage of the total number employed in the occupation. There is quite a variation in the rates as a percentage of employment ranging from 3.9% in medicine and health to 62.5% in forestry. The average growth rate for both years was approximately 14%, or 7% per year, which is quite similar to the growth pattern employers reported between 1978 and 1981 on Prince Edward Island.

Another piece of data which can be extremely helpful in calculating manpower requirements is that of the age of those employed.

REPLACEMENT NEEDS

Employers, as mentioned previously,were asked to indicate the date of birth of their employees in order to calculate retirement needs by occupation. The date of birth was then subtracted from 1981 in order to estimate the employees' ages. The following table shows the number of workers aged 64 and 65 by major occupational groups.

TABLE XV - REPLACEMENT NEEDS BY MAJOR OCCUPATIONAL GROUPING

OCCUPATION	SOC	NUMBER AGED 64	NUMBER AGED 65	TOTAL
Managerial	11	12	10	22
Natural Sciences	21	1	1	2
Social Sciences	23	1	0	1
Teaching	27	1	0	1
Medicine & Health	31	2	0	2
Artistic	33	0	0	0
Clerical	41	10	4	14
Sales	51	9	4	13
Service	61	5	3	8
Farming	71	5	3	8
Forestry	75	0	0	0
Processing	81/82	1	1	2
Machining	83	2	0	2
Product Fabricating	85	2	2	4
Construction Trades	87	5	1	6
Transport	91	2	0	2
Material Handling	93	2	0	2
Other crafts	95	1	0	1
Occupations, n.e.c.	99	6	2	8
TOTAL				93

SOURCE: 1981 Prince Edward Island Employer Survey

As one can see, the number of people required as a result of retirements is very low. As a matter of fact, only 93 out of the approximately 11,000 employees will be retiring in 1982, 1983. This certainly illustrates that the replacement needs are not going to represent a major demand for labour. If the age group is expanded to include those between the ages of 55 and 64 then the numbers increase. Table XX presents by occupation the total number aged 55 to 64.

TABLE XVI - NUMBER EMPLOYED BY OCCUPATION AGED 55 - 64

OCCUPATION	SOC	NUMBER	TOTAL EMPLOYED AUGUST 1981	PERCENT IN 55 - 64 AGE GROUP
Managerial	11	144	1,395	10.32
Natural Sciences	21	13	162	8.0
Social Sciences	23	7	69	10.1
Teaching	27	16	180	8.9
Medicine & Health	31	31	309	10.0
Artistic	33	2	48	4.1
Clerical	41	154	2,495	6.2
Sales	51	104	1,197	8.7
Service	61	71	812	8.7
Farming	71	19	315	6.0
Forestry	75	0	16	0
Processing	81/82	21	480	4.4
Machining	83	8	185	4.3
Product Fabricating	85	35	585	6.0
Construction Trades	87	58	744	7.8
Transport	91	25	443	5.7
Material Handling	93	12	272	4.5
Other Crafts	95	12	147	8.2
Occupations, n.e.c	99	37	893	4.6

SOURCE: 1981 Prince Edward Island Employers Survey

From the above table, it is apparent that none of the major occupational groupings will encounter serious replacement problems. As one might expect, the occupation with the highest percentage in the 55-64 age category is the managerial.

One can aggregate the total manpower requirements by adding the growth and replacement needs for each occupation.

TABLE XVII - MANPOWER REQUIREMENTS BY OCCUPATION

OCCUPATION	SOC	AUG/81 STOCK OF EMPLOYED LABOUR	GROWTH	1982 REPLACEMENT	TOTAL	GROWTH	1983 REPLACEMENT	TOTAL
Managerial	11	1,395	27	12	39	18	12	30
Natural Sciences	21	162	20	1	21	9	1	10
Social Science	23	69	20	1	21	6	1	7
Teaching	27	180	4	1	5	3	1	4
Medicine and Health	31	309	7	2	9	5	2	7
Artistic/Literary	33	48	4	0	4	53	10	63
Clerical	41	2,495	66	10	76	53	10	63
Sales	51	1,197	64	9	73	32	9	41
Service	61	812	23	5	28	18	5	23
Farming	71	315	42	0	42	30	0	30
Forestry	75	16	6	0	6	4	0	4
Processing	81.82	480	30	1	31	14	1	15
Machining	83	185	12	2	14	13	2	15
Product Fabricating	85	585	78	2	80	42	2	44
Construction Trades	87	744	41	5	46	21	5	26
Transport	91	443	26	2	28	19	2	21
Material Handling	93	272	9	2	11	8	2	10
Other Crafts	95	147	11	1	12	6	1	7
Occupations, n.e.c.	99	893	72	6	78	75	6	81
TOTAL		10,747	562	62	624	429	72	501

SOURCE: Prince Edward Island Employers Survey - 1981

The manpower requirements were calculated by adding the growth (those jobs that employers said they were going to add in 1982-83) and replacement needs (those jobs that would be vacant as a result of retirements).

As one might expect, the managerial occupation will experience some growth in 1982 and 1983. The increase in the natural and social sciences represents a somewhat surprising trend, as the number employed in the social sciences is projected to increase by 40% in 1982 and 1983. The natural sciences also shows a healthy projected increase of 19% in employment in 1982-1983. Forestry employment is also projected to increase dramatically.

Teaching, medicine and health, artistic and literary all seem to be somewhat lower than one might expect (probably as a result of the exclusion of some of the major industries).

In the clerical and sales occupations, the growth rate is 4% and 10% respectively for the two-year period; but the number of jobs is higher than in the other occupations. The clerical and sales occupations tend to account for a significant portion of the unemployed, and the projected demand will not alleviate the surplus problem.

Employment in the service occupations is projected to increase slightly, even with the absence of those occupations that have been growing in the past several years (such as cooks, waitresses - see 1981 Hospitality Industry Survey Report).

The projected growth in farming and forestry is encouraging; farming employment is projected to increase by 23%. Possibly, the growth represents current unfilled demand for labour, rather than true growth in the industry.

One of the more startling trends is the projected increase in the machining and product fabricating occupations, which tend to be relatively high-skill occupations. For instance, the machining occupations are expected to experience a 16% increase in employment, while 21% more people were projected to be employed in the product fabricating occupations.

The processing occupations will experience less than 5% growth each year, as is the case with the construction trades occupations. Transport occupations and occupations not elsewhere classified (primarily labourers) are also expected to experience more than 5% growth. Occupations in material handling and other crafts are estimated to experience less than 5% per year.

Overall, it is essential to bear in mind that the estimation of future manpower requirements is a tricky process at best. For example, employers could not possibly have forseen the adverse economic circumstances in 1982. Thus, the growth figures must be treated with caution, as one would expect that employers would be laying off rather than hiring on in these economic circumstances.

In general, the projections of manpower requirements should be treated with caution as a result of the changing economic circumstances. This, of course, represents one of the methodological difficulties that one can encounter in carrying our a survey of employers.

METHODOLOGICAL DIFFICULTIES

Every survey experiences methodological difficulties. Following is a brief discussion of those encountered during the course of conducting the Employer Survey. One of the key problems was the fact that the Business Register included firms that employed people periodically which artifically reduced the response rate.

Another problem was that the instrument was not

clear as to whether the self employed should include themselves in the employees section. The last minute decision to incorporate farming posed a difficulty, as the survey was designed for firms rather than farms.

The question as to when the establishment opened posed problems as employers may have originally opened under one name and changed to another. Several employers called to ask which date they should include. This could be corrected by asking a more precise question.

The major methodological difficulty, however, was the section on wages. Employers were asked to provide gross rates of pay and whether these rates referred to hourly, weekly, biweekly, monthly or annual pay. What tended to happen was that employers would put an hourly rate but check off "weekly" to indicate how often they were paid. Employers indicated a gross rate of pay but not the correct interval. This was corrected by eliminating all illogical responses (for example, an employee worked 40 hours per week and made $7.50 per week).

Some could not be corrected, as it was unclear whether the rate was a weekly or a biweekly figure. This difficulty could be corrected in one of two ways. First, ask for the weekly rate only and not allow the options of annual, hourly, weekly or monthly. The second option is to include clear instructions and follow up with the employers on any unclear response.

Methodological difficulties aside, the Employer Survey represents a rich data base on those employed in the Prince Edward Island Labour force.

SUMMARY AND CONCLUSIONS

The Prince Edward Island Department of Labour conducted a survey of all Island employers (excluding fishermen and several other industries) in October of 1981. Approximately 1,200 or 24% of the firms completed

their questionnaires and returned them, providing detailed information on more than 11,000 employees.

The following is a summary of the major results of the survey:

- Employment in all industries increased by 22% between August of 1978 and August of 1981, demonstrating the growth in the economy.
- There is considerable fluctuation in the employment in the February to August period.
- Most of the firms (87%) have their head offices in Prince Edward Island.
- The majority (87%) of the firms were open year round.
- For those seasonal operators, the majority tended to open between April and June and close in September-December period.
- Approximately 53% of the firms opened their operation prior to 1973.
- Employees tended to use walk-in applications and the recall of laid-off workers as their prime means of recruitment.
- Only 13% or 153 firms have recruitment problems.
- Eighteen per cent or 204 employers reported that turnover was a problem.
- Similarly, 6% or 65 firms said they had a job vacancy.
- The average age of those employed was 34.
- Twenty-three percent of the employed were in the clerical occupations.
- Employees worked 38 hours per week on the average.
- The majority (71%) worked year round.
- Twenty-three percent of the employees were unionized.
- The average length of time in the present job is approximately four years.
- The average hourly wage rate is $5.70.

- The average weekly wage is $250.00.
- The average annual salary is approximately $16,300.
- The majority (84%) did not feel the introduction of new technology would affect their skill requirements.
- Employers thought they would add approximately 652 additional jobs in 1982 and 415 in 1983.

In conclusion, it is apparent that the 1981 Prince Edward Island Employers Survey conducted by the Department of Labour has generated useful and relevant information on the Prince Edward Island labour market. The capability of providing sub-provincial data as well as the inclusion of variables which are not included in Statistics Canada's Labour Force Survey makes the data base an essential reference source for understanding the nature of the Prince Edward Island labour market.

SUMMARY OF EMPLOYER EXPERIENCES

APPENDIX A

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
MANOR GROUP II - MANAGERIAL ADMINISTRATIVE AND RELATED OCCUPATIONS		-	
Sub-total	4	5	3
III - Officials and Administrative Unique to Government			
1116 Inspectors and Regulatory Officers, Government			
113/114 - Other Managers and Administrators			
1130 General Managers and other Senior Officials			
1133 Administrators in Teaching and Related Fields			
1134 Administrators in Medicine and Health			
1135 Financial Management Occupations			
1136 Personnel and Industrial Relations Management Occupations			
1137 Sales and Advertising Management Occupations			
1143 Production Management Occupations			
1145 Management Occupations, Construction Operations			
1146 Farm Management Occupations			
1147 Other Managers and Administrators, n.e.c.	3	3	2

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
117 - Occupations Related to Management and Administration			
1171 Accountants, Auditors and Other Financial Officers	1	2	1
1175 Purchasing Officers and Buyers, Except Wholesale and Retail Trade			
1176 Inspectors and Regulatory Officers, n.e.c.			
1179 Occupations Related to Management and Administration n.e.c.			
MAJOR GROUP 21 - OCCUPATIONS IN NATURAL SCIENCES, ENGINEERING AND MATHEMATICS			
Sub-total	2	4	1
213 - Occupations in Life Sciences			
2131 Agriculturists and Related Scientists		1	
2133 Biologists and Related Sciences		1	
2135 Life Sciences Technologists and Technicians			
214/ 215 - Architects, Engineers and Community Planners			
2141 Architects			
2143 Civil Engineers			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
2144 Electrical Engineers			
2147 Mechanical Engineers	1	1	
2157 Community Planners			
216 - Other Occupations in Architecture and Engineering			
2161 Surveyors			
2163 Draughting Occupations			
2165 Engineering Technologists and Technicians		1	1
218 - Occupations in Mathematics, Statistics, Systems Analysts and Related Fields			
2181 Mathematicians, Statisticians and Actuaries			
2183 Systems Analysts, Computer Programmers and Related Occupations	1		
MAJOR GROUP 23 - OCCUPATIONS IN SOCIAL SCIENCES AND RELATED FIELDS			
Sub-total	2	1	3
213 Occupations in Social Sciences			
2311 Economists	1	1	1
233 - Occupations in Social Work and Related Fields			
2311 Social Workers			
2333 Occupations in Welfare and Community Services	1		2
234 - Occupations in Law and Jurisprudence			
2343 Lawyers and Notaries			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
235 - Occupations in Library, Museum and Archival Sciences			
2350 Supervisors: Occupations in Library, Museum and Archival Sciences			
MAJOR GROUP 25 - OCCUPATIONS IN RELIGION			
Sub-total			
MAJOR GROUP 27 - TEACHING AND RELATED OCCUPATIONS			
Sub-total	1	1	
271 - University Teaching and Related Occupations			
2711 University Teachers			
273 - Elementary and Secondary School Teaching and Related Occupations			
2791 Community College and Vocational School Teachers			
2793 Post-secondary School Teachers, n.e.c.			
2795 Teachers of Exceptional Students, n.e.c.	1		
2797 Instructors and Training Officers, n.e.c.		1	
MAJOR GROUP 31 - OCCUPATIONS IN MEDICINE AND HEALTH			
Sub-total	2	3	2
311 - Health Diagnosing and Teaching Occupations			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
3111 Physicians and Surgeons			
3113 Dentists			
3115 Veterinarians	1		1
313 - Nursing, Therapy and Related Assisting Occupations			
3130 Supervisors: Nursing, Therapy and Related Assisting Occupations			
3131 Nurses, Registered, Graduate and Nurses-in-training			
3132 Orderlies			
3134 Registered Nursing Assistants			
3135 Nursing Attendants			
3138 Occupational Therapists		1	1
3139 Nursing, Therapy and Related Assisting Occupations, n.e.c.			
315/316 - Other Occupations in Medicine and Health			
3158 Dental Hygienists and Dental Assistants	1	2	
3161 Dental Laboratory Technicians			
MAJOR GROUP 33 - ARTISTIC, LITERARY, RECREATIONAL AND RELATED OCCUPATIONS			
Sub-total	2	3	1
331 - Occupations in Fine and Commercial Art, Photography and Related Fields			
3314 Advertising and Illustrating Artists			
3315 Photographers and Camera Operators	2	2	1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
333 - Occupations in Performing And Audio-Visual Arts			
3330 Producers and Directors, Performing and Audio-visual Arts.		1	
3332 Mucicians and Singers			
3339 Occupations in Performing and Audio-visual Arts, n.e.c			
335 - Occupations in Writing			
3351 Writers and Editors			
336/337 - Occupations in Sports and Recreation			
3370 Coaches, Trainers and Instructors.			
MAJOR GROUP 41 - CLERICAL AND RELATED OCCUPATIONS			
Sub-total	14	26	15
411 - Stenographic and Typing Occupations			
4111 Secretaries and Stenographers	3	4	5
4113 Typists and Clerk-Typists	1		1
413 - Bookkeeping, Account-recording and Related Occupations			
4131 Bookkeepers and Accounting Clerks		1	2
4133 Cashiers and Tellers		3	
4135 Insurance, Bank and Other Finance Clerks			
4137 Statistical Clerks			
4139 Bookkeeping, Accounting-recording and Related Occupations, n.e.c.	1	1	

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
414 - Office Machine and Electronic Data processing Equipment Operators			
4141 Office Machine Operators			
4143 Electronic Data-processing Equipment Operators			1
415 - Material Recording, Scheduling and Distributing Occupations			
4150 Supervisors: Material Recording, Scheduling and Distributing Occupations			
4153 Shipping and Receiving Clerks			
4155 Stock Clerks and Related Occupations	1	3	1
4157 Weighers		1	
4159 Material Recording, Scheduling and Distributing Occupations, n.e.c.			
416 - Library, File and Correspondence Clerks and Related Occupations			
4161 Library and File Clerks		1	1
417 - Reception, Information, Mail and Message Distribution Occupations			
4170 Supervisors: Reception, Information, Mail and Message Distribution Occupations.		1	
4171 Receptionists and Information Clerks	2	1	
4175 Telephone Operators		1	
4177 Messengers			
4179 Reception, Information, Mail and Message Distribution Occupations, n.e.c.		1	1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
419 - Other Clerical and Related Occupations			
4190 Supervisors: Other Clerical and Related Occupations, n.e.c.			
4191 Collectors	2		
4193 Travel Clerks, Ticket, Station and Freight Agents		2	1
4197 General Office Clerks		2	
4199 Other Clerical and Related Occupations, n.e.c.	4	4	1
MAJOR GROUP 51 - SALES OCCUPATIONS			
Sub-total	18	23	14
513/514 - Sales Occupations, Commodities			
5130 Supervisors: Sales Occupations, Commodities		1	
5133 Commercial Travellers		1	
5135 Sales Clerks and Salespersons, Commodities, n.e.c.	15	17	10
5145 Service Station Attendants	1		
517 - Sales Occupations, Services			
5170 Supervisors: Sales Occupations, Services	1	1	1
5171 Insurance Sales Occupations		1	1
5172 Real Estate Sales Occupations	1		
5173 Sales Agents and Traders, Securities			
5174 Advertising Sales Occupations			
5179 Sales Occupations: Services, n.e.c.			1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
519 - Other Sales Occupations			
5193 Route Driver		1	
5199 Other Sales Occupations, n.e.c.		1	
MAJOR GROUP 61 - SERVICE OCCUPATIONS			
Sub-total	10	15	5
6111 Fire Fighting Occupations			
6112 Police Officers and Detectives Government			
6113 Police Agents and Investigators, Private			
6115 Guards and Related Security Occupations		1	1
6119 Protective Service Occupations, n.e.c.			
612 - Food and Beverage Preparation and Related Service Occupations			
6121 Chefs and Cooks		3	
6123 Bartenders			
6125 Food and Beverage Serving Occupations	2	1	
6129 Food and Beverage Preparation and Related Service Occupations, n.e.c.			
613 - Occupations in Lodging and Other Accommodation			
6130 Supervisors: Occupations in Lodging and other Accommodation		1	
614 - Personal Service Occupations			
6141 Barbers, Hairdressers and Related Occupations	5	7	3
6144 Guides			
6147 Child-care occupations			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
619 - Other Service Occupations			
6191 Janitors, Charworkers and Cleaners	2		
6198 Occupations in Labouring and Other Elemental Work: Other Services			
6199 Other Service Occupations n.e.c.	1	1	
MAJOR GROUP 71 - FARMING HORTICULTURAL AND ANIMAL HUSBANDRY OCCUPATIONS			
Sub-total	7	12	11
711 - Farmers			
7115 Crop Farmers	2	2	
718/719 - Other Farming, Horticultural and Animal Husbandry Occupations			
7180 Foremen/women: Other Farming, Horticultural and Animal Husbandry Occupations		1	
7183 Livestock Farm Workers	1	1	
7185 Crop Farm Workers	1	1	5
7195 Nursery and Related Workers			
7196 Inspecting, Testing, Grading and Sampling Occupations: Other farming, Horticultural and Animal Husbandry			
7197 Farm Machinery Operators		1	
7199 Other Farming, Horticultural and Animal Husbandry Occupations n.e.c.	3	6	6
MAJOR GROUP 73 - FISHING, TRAPPING AND RELATED OCCUPATIONS			
Sub-total		3	

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
7313 Net, Trap and Line Fishing Occupations		2	
7319 Fishing, Trapping and Related Occupations, n.e.c.		1	
MAJOR GROUP 75 - FORESTRY AND LOGGING OPERATIONS			
Sub-total	3	7	3
751 - Forestry and Logging Occupations			
7513 Timber Cutting and Related Occupations	2	4	2
7516 Log Inspecting, Grading, Scaling and Related Occupations		2	1
7517 Log Hoisting, Sorting, Moving and Related Occupations	1	1	
7518 Occupations in Labouring and Other Elemental Work: Forestry and Logging			
MAJOR GROUP 77 - MINING AND QUARRYING INCLUDING OIL AND GAS FIELD OCCUPATIONS			
Sub-total			
MAJOR GROUP 81/82 - PROCESSING OCCUPATIONS			
Sub-total	6	18	9
811 - Mineral Ore Treating Occupations			
8118 Occupations in Labouring and Other Elemental Work: Mineral Ore Treating			
813/814 - Metal Processing and Related Occupations			
8149 Metal Processing and Related Occupations, n.e.c.	1	2	
815 - Clay, Glass and Stone Processing, Forming and Related Occupations			

	OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
		TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
	8151 Furnace and Kiln Workers: Clay, Glass and Stone			
816/817 -	Chemicals, Petroleum, Rubber, Plastic and Related Materials Processing Occupations			
	8179 Chemicals, Petroleum, Rubber, Plastic and Related Materials Processing Occupations, n.e.c.			
821/822	Food, Beverage and Related Processing Occupations			
	8210 Foremen/women: Food, Beverage and Related Processing Occupations			
	8213 Baking, Confectionery Making and Related Occupations	2	4	2
	8215 Slaughtering and Meat Cutting, Canning, Curing and Packing Occupations		2	1
	8217 Fish Canning, Curing and Packing Occupations		3	2
	8221 Fruit and Vegetable Canning, Preserving and Packing Occupations		3	2
	8223 Milk Processing and Related Occupations		1	
	8228 Occupations in Labouring and Other Elemental Work: Food, Beverage and Related Processing	2	4	1
823 -	Wood Processing Occupations, Except Pulp and Papermaking			
	8231 Sawmill Sawyers and Related Occupations			
	8239 Wood Processing Occupations, Except Pulp and Papermaking, n.e.c.	1	2	
825 -	Pulp and Papermaking and Related Occupations			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
8259 Pulp and Papermaking and Related Occupations, n.e.c.			
826/827 - Textile Processing Occupations			
8271 Knitting Occupations			
829 - Other Processing Occupations			
8293 Tobacco Processing Occupations			1
8296 Inspecting, Testing, Grading and Sampling Occupations: Other Processing			2
8298 Occupations in Labouring and Other Elemental Work: Other Processing			
8299 Other Processing Occupations, n.e.c.			
MAJOR GROUP 83 - MACHINE AND RELATED OCCUPATIONS			
Sub-total	4	9	2
831 - Metal Machining Occupations			
8311 Tool and Die Making Occupations		1	1
8313 Machinist and Machine Tool Setting-up Occupations		3	
8315 Machine Tool Operating Occupations			
8319 Metal Machining Occupations n.e.c.	1	1	
833 - Metal Shaping and Forming Occupations, Except Machining			
8330 Foremen/women: Metal Shaping and Forming Occupations: Except Machining			
8333 Sheet Metal Workers	1	1	
8335 Welding and Flame Cutting Occupations	2	3	1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
835 - Wood Machining Occupations			
8355 Planing, Turning, Shaping and Related Wood Machining Occupations			
MAJOR GROUP 85 - PRODUCT FABRICATING ASSEMBLING AND REPAIRING OCCUPATIONS			
Sub-total	9	26	12
851/852 - Fabricating and Assembling Occupations: Metal Products, n.e.c.			
8511 Engine and Related Equipment Fabricating and Assembling Occupations, n.e.c.			
8513 Motor Vehicle Fabricating and Assembling Occupations, n.e.c.		1	
8527 Precision Instruments and Related Equipment Fabricating and Assembling Occupations, n.e.c.			
853 - Fabricating, Assembling, Installing and Repairing Occupations: Electrical, Electronic and Related Equipment			
8531 Electrical and Related Equipment Fabricating and Assembling Occupations			
8533 Electrical and Related Equipment Installing and Repairing Occupations, n.e.c.		1	2
8534 Electronic and Related Equipment Fabricating and Assembling Occupations			
8537 Radio and Television Repairs			
854 - Fabricating, Assembling and Repairing Occupations: Wood Products			
8541 Cabinet and Wood Furniture Makers	1	1	1

		NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
		TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
	8549 Fabricating, Assembling and Repairing Occupations: Wood Products, n.e.c.	1		2
855/ 856	Fabricating, Assembling and Repairing Occupations: Textile, Fur and Leather Products			
	8551 Patternmaking, Marking and Cutting Occupations: Textile, Fur and Leather Products			
	8553 Tailors and Dressmakers			
	8561 Shoemaking and Repairing Occupations			
	8562 Upholsterers			
	8563 Sewing Machine Operators, Textile and Similar Materials			
	8569 Fabricating, Assembling and Repairing Occupations: Textile, Fur and Leather Products, n.e.c.			
858 -	Mechanics and Repairers, n.e.c.			
	8581 Motor Vehicle Mechanics and Repairers	3	12	2
	8584 Industrial, Farm and Construction Machinery Mechanics and Repairers			
	8589 Other Mechanics and Repairers, n.e.c.		1	1
859 -	Other Product Fabricating Assembling and Repairing Occupations			
	8592 Marine Craft Fabricating, Assembling and Repairing Occupations			
	8595 Painting and Decorating Occupations, n.e.c.	1	5	2
	8599 Other Product Fabricating, Assembling and Repairing Occupations, n.e.c			1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
MAJOR GROUP 87 - CONSTRUCTION TRADES OCCUPATIONS			
Sub-total	9	21	5
871 - Excavating, Grading, Paving and Related Occupations			
8710 Foremen/women: Excavating, Grading, Paving and Related Occupations	1	1	
8711 Excavating, Grading and Related Occupations	1	3	1
8719 Excavating, Grading, Paving and Related Occupations, n.e.c.			
873 - Electrical Power, Lighting and Wire Communications Equipment Erecting, Installing and Repairing Occupations			
8730 Foremen/women: Electrical Power, Lighting and Wire Communications Equipment Erecting, Installing and Repairing Occupations			
8731 Electrical Power Line Workers and Related Occupations			
8733 Construction Electricians and Repairers		1	
8735 Wire Communications and Related Equipment Installing and Repairing Occupations			
8739 Electrical Power, Lighting and Wire Communications Equipment Erecting, Installing and Repairing Occupations, n.e.c.			
878/879 - Other Construction Trades Occupations			
8780 Foremen/women: Other Construction Trades Occupations	1		
8781 Carpenters and Related Occupations	1	5	1

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
8782 Brick and Stone Masons and Tile Setters		1	
8783 Concrete Finishing and Related Occupations		1	
8785 Painters, Paperhangers and Related Occupations	3	4	1
8786 Insulating Occupations, Construction		2	
8791 Pipefitting, Plumbing and Related Occupations		1	1
8793 Structural Metal Erectors			
8796 Inspecting, Testing, Grading and Sampling Occupations; Other Construction Trades		1	
8798 Occupations in Labouring and Other Elemental Work: Other Construction Trades	1	1	1
8799 Other Construction Trades Occupations, n.e.c.	1		
MAJOR GROUP 91 - TRANSPORT EQUIPMENT OPERATING OCCUPATIONS			
Sub-total	2	9	5
911 - Air Transport Operating Occupations			
9113 Air Transport Operating Support Occupations			
915 - Water Transport Operating Occupations			
9151 Deck Officers		2	
9155 Deck Crew, Ship			
917 - Motor Transport Operating Occupations			
9173 Taxi Drivers and Chauffeurs			
9175 Truck Drivers	2	6	5

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
9179 Motor Transport Operating Occupations, n.e.c.		1	
MAJOR GROUP 93 - MATERIAL HANDLING AND RELATED OCCUPATIONS, N.E.C.			
Sub-total		2	1
931 - Material Handling and Related Occupations, n.e.c.			
9310 Foremen/women: Material Handling and Related Occupations, n.e.c.			
9311 Hoisting Occupations, n.e.c.	1	1	
9313 Longshore Workers, Stevedores and Freight Handlers		1	
9315 Material Handling Equipment Operators, n.e.c.			
9317 Packaging Occupations, n.e.c.			
9319 Other Material Handling and Related Occupations, n.e.c.			
MAJOR GROUP 95 - OTHER CRAFTS AND EQUIPMENT OPERATING OCCUPATIONS			
Sub-total	2	2	1
951 - Printing and Related Occupations			
9510 Foremen/women: Printing and Related Occupations			
9511 Typesetting and Composing Occupations			
9512 Printing Press Occupations	2	2	1
9517 Bookbinding and Related Occupations			
9519 Printing and Related Occupations, n.e.c			
953 - Stationary Engine and Utilities Equipment Operating and Related Occupations			

OCCUPATION	NUMBER OF FIRMS REPORTING PROBLEMS WITH:		
	TURNOVER	RECRUITMENT DIFFICULTIES	VACANCIES
9530 Foremen/women: Stationary Engine and Utilities Equipment Operating and Related Occupations			
9531 Power Station Operators			
9539 Stationary Engine and Utilities Equipment Operating and Related Occupations, n.e.c.			
955 - Electronic and Related Communications Equipment Operating Occupations, n.e.c.			
9557 Motion Picture Projectionists			
959 - Other Crafts and Equipment Operating Occupations, n.e.c.			
9591 Photographic Processing Occupations			
MAJOR GROUP 99 - OCCUPATIONS NOT ELSEWHERE CLASSIFIED			
Sub-total	4	10	5
991 Occupations Not Elsewhere Classified			
9918 Occupations in Labouring and Other Elemental Work: n.e.c.	4	9	4
9919 Other Occupations, n.e.c.		1	1